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ABSTRACT

This report on faculty salaries in Washington public higher education is divided into two parts: a status report and a commentary dealing with the questions emanating from an analysis of faculty salaries and fringe benefits. The status report provides background information on faculty salary recommendations made by the Council for Postsecondary Education plus information on salary increases appropriated and granted in 1977-78. Data are also presented indicating the current trends in the cost of living and information on multi-state and national comparisons. The commentary section raises five questions that should be addressed prior to the 1979 legislative session. These questions are: (1) What personnel should be included in the base for measuring faculty salary averages? (2) Should equity-based recommendations relate to overall averages or solely to continuing faculty? (4) Should salary comparisons be improved? and (5) What is the effect of tenure on faculty salary averages? Specific answers are not proposed. (Author/LBH)

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Report 78-11

Faculty Salaries in Washington Public Higher Education 1977-79

April, 1978

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FACULTY SALARIES IN
WASHINGTON PUBLIC HIGHER EDUCATION
1977-79

Council for Postsecondary Education

April, 1978

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ABSTRACT

This report on faculty salaries in Washington Public Higher Education is divided into two parts: A status report and a commentary dealing with the questions emanating from our analysis of faculty salaries and fringe benefits.

The status report provides background information on faculty salary recommendations made by the Council for Postsecondary Education plus information on salary increases appropriated and granted in 1977-78. Data are also presented indicating the current trends in the cost of living and information on multi-state and national comparisons.

The commentary section raises five questions which should be addressed and, hopefully, be resolved prior to the 1979 legislative session. These questions are:

(1) What personnel should be included in the base for measuring faculty salary averages?

(2) Should calculations and comparisons include fringe benefits?

(3) Should equity-based recommendations relate to overall averages or solely to continuing faculty?

(4) Should salary comparisons be improved?

(5) What is the affect of tenure on faculty salary averages?

The commentary section does not propose specific answers, since it is felt that the various interested and concerned parties should be involved in the discussion and resolution of the question.

FACULTY SALARIES IN WASHINGTON PUBLIC HIGHER EDUCATION

STATUS

Background

For the past several years, the Council for Postsecondary Education has reviewed the condition of faculty salaries in the state's two- and four-year colleges and universities. This report reviews current faculty salaries within the context of past Council action and its policy recommendations for the 1977-79 biennium. It also provides extensive comparison information and, in the concluding section, raises questions and issues which should be addressed prior to the 1979 Legislature.

In December, 1974, the Council recommended that substantial increases be made in the level of faculty salaries. The recommendations were based on regaining salary levels existing in 1973-74 in terms of constant dollars.

The legislature's response to faculty salary needs at that time was positive. In March, 1975, the legislature increased salaries by 12 percent (including incremental and general increases previously granted by institutions in fiscal 1975). In the 1976 special session, a 5 percent increase was provided.

In March, 1977 the Council recommended that the legislature provide funds to increase faculty and other exempt salaries by from 5.4 to 13.9 percent in the 1977-78 academic year as outlined in Table I, and that a further increase of 5.7 percent be provided for the 1978-79 academic year based on estimated increases in the cost of living for fiscal year 1979.

Table I summarizes the percentage increases recommended by the Council and the increases adopted by the legislature for the 1977-79 biennium. While the technique used by the legislature was somewhat different from that employed by the Council, the percentage increases shown in Table I

indicate another positive and thoughtful response on the part of the legislature. In addition to the salary increases shown, the legislature also adopted a vastly improved health benefit package which has the affect of closing the difference between the Council's recommendations and the legislative appropriations.

TABLE I

1977-78 AND 1978-79 RECOMMENDED AND APPROPRIATED PERCENTAGE INCREASES

Institutions	CPE Recommended % Increase 1977-78	CPE Recommended % Increase 1978-79	Legislature % Increase 1977-78	Legislature % Increase 1978-79
University of Washington	13.9	5.7	10.0	5.0
Washington State University	11.7	5.7	10.0	5.0
Central Washington University	5.4	5.7	6.0	4.0
Eastern Washington University	10.3	5.7	8.0	5.0
The Evergreen State College	10.0	5.7	6.0	4.0
Western Washington University	8.7	5.7	10.0	5.0
Community Colleges	13.4	5.7	10.0*	5.0

* Optional unfunded salary increase proviso (estimated to be approximately 1.6 percent) is in addition to the funded 10.0 percentage increase.

For the community college system, in addition to the 10 percent average increase in 1977-78, the legislature further provided those districts with an average salary below the system's hypothetical salary schedule average the option of granting additional salary adjustments of up to 5 percent in 1977-78. The optional provision was dependent not only on the district's relative average salary position, but also on the individual district's

ability to find the necessary monies to fund the optional increases. Of the 27 campuses, 11 were given the authority to grant these adjustments. The potential adjustments ranged from 0.93 percent to the maximum of 5.00 percent for the 11 campuses involved.

Salary Increases: 1977-78

Table II reflects the effect of the approved increase on institutional salary averages in 1977-78. The reasons for the variations between the actual or estimated percentage increases and the overall average percentage increases approved by the legislature are somewhat complex. For the four-year institutions, the faculty salary averages shown in Table II are representative of those faculty included in the seven state survey base. This survey is limited to nine-month faculty with rank of instructor and above and is exclusive of the medicine, dentistry, nursing, pharmacy, and law disciplines, and faculty on twelve-month contacts. Faculty with part-time appointments are included, however. Therefore, a considerable number of full-time faculty are excluded from survey, especially at the two universities, where nearly 700 full-time faculty are not included. The averages for the community college system are based on their full-time, nine-month faculty and exclude all part-time and professional personnel. Librarians and counselors have traditionally been included by the State Board since these personnel are accorded faculty status by law.

There are also subtle differences that can have varying degrees of impact from year-to-year. For instance, the amounts shown are an average at a particular point in time, and no attempt is made to measure the impact of the dynamics of promotions, turnovers, sabbatical leaves, new hires, etc. Since the appropriated salary increases are spread over a wide range of professional employees, including many outside of the survey base, there

is a good possibility that percentage increases based on the average salaries for a particular group of employees will deviate from the overall percentage increases. This phenomenon will be reviewed and addressed in the commentary section of this report.

TABLE II

1976-77 AND 1977-78 FACULTY SALARY AVERAGES
ACTUAL OR ESTIMATED PERCENTAGE INCREASES AND THE
APPROPRIATED INCREASES FOR 1977-78

Institution	Average Salaries 1976-77	Average Salaries 1977-78	Actual or Estimated Increase Over 1976-77	Legislature % Increase
University of Washington	$ 19,945	$ 21,799	9.3	10.0
Washington State University	18,987	20,602	8.5	10.0
Central Washington University	18,345	19,509	6.3	6.0
Eastern Washington University	17,470	18,874	8.0	8.0
The Evergreen State College	18,737	19,368	3.4	6.0
Western Washington University	17,278	19,116	10.6	10.0
Community Colleges	16,286	18,108	11.2	10.0*

* Optional unfunded salary increase proviso (estimated to be approximately 1.6 percent) is in addition to the funded 10.0 percentage increase.

Salary Adjustment Criteria

As noted in previous reports, there are two primary criteria to be considered in evaluating the amount of salary adjustments to be provided to employees. These are competitiveness and equity. From the standpoint of competitiveness, an attempt should be made to provide sufficient salaries to retain existing staff and fill vacant positions with individuals who

are well qualified. In order to be fair and equitable, salary adjustments should consider interinstitutional relationships as well as a reasonable parity with cost of living increases.

Salary differences are caused by a variety of factors. Different hiring policies and promotion patterns can result in variations in salary averages. Enrollment growth at one institution (resulting in new appointments) contrasted with decline at another school (with consequent reductions in force) can cause differences. Although it might be desirable, there is no agreed upon way to determine the absolute level of salaries by taking into account preparation, experience, value to society, security, non-monetary benefits, minimum needs, etc. As in past reports, this analysis deals with the relative criteria of competitiveness and equity to employees as they relate to faculty in Washington public institutions of higher education. Table III on the following pages reflects salary averages since 1967-68, the annual and accumulative growth rate and the relationship for the four-year schools to the seven state survey.

TABLE III

AVERAGE FACULTY SALARIES -- NINE MONTH BASIS

1967-68 to 1977-78

	1967-68 Average Salary	1968-69 Average Salary	Increase Over 1967-68	1969-70 Average Salary	Increase Over 1968-69	1970-71 Average Salary	Increase Over 1969-70	1971-72 Average Salary	Increase Over 1970-71
University of Washington	$12,719	$13,330	4.8%	$14,146	6.1%	$14,709	4.0%	$14,768	.4%
Percent below seven states	(4.1%)	(5.8%)		(5.6%)		(9.0%)		(9.0%	
Increase over 1967-68		4.8%		11.2%		15.6%		16.1%	
Washington State University	$11,992	$12,660	5.6%	$13,505	6.7%	$13,917	3.1%	$13,859	.4%
Percent below seven states	(3.5%)	(5.0%)		(5.4%)		(5.5%)		(9.5%)	
Increase over 1967-68		5.6%		12.6%		16.0%		15.6%	
Central Washington University	$10,166	$11,071	8.9%	$11,908	8.4%	$12,570	4.8%	$12,689	1.0%
Percent below seven states	(7.1%)	(5.5%)		(5.2%)		(5.5%)		(7.7%)	
Increase over 1967-68		8.9%		17.1%		23.6%		24.8%	
Eastern Washington University	$10,631	$11,236	5.7%	$11,654	3.7%	$12,469	7.0%	$12,587	.9%
Percent below seven states	(.1%)	(2.3%)		(5.4%)		(4.0%)		(7.2%)	
Increase over 1967-68		5.7%		9.6%		17.3%		18.4%	
The Evergreen State College	--	--		--		--		$13,168	
Percent below seven states								(.5%)	
Western Washington University	$10,412	$11,248	8.0%	$12,389	10.1%	$12,877	4.0%	$12,582	-2.3%
Percent below seven states	(6.9%)	(8.1%)		(5.5%)		(6.8%)		(10.3%)	
Increase over 1967-68		8.1%		19.0%		23.7%		20.8%	
Community Colleges	$ 9,516	$10,491	10.25%	$11,356	8.2%	$12,153	7.0%	$12,330	1.5%
Increase over 1967-68		10.25%		19.5%		27.7%		29.6%	
Low District	$ 8,123-#20	$ 9,175-#20		$ 9,806-#18		$11,045-#20		$11,115-#20	
High District	$10,355-#22	$12,038-#5		$12,513-#22		$13,253-#22		$13,367-#22	
Secondary Teachers	$ 8,198	$ 8,799	7.3%	$ 9,611	9.2%	$10,292	7.1%	$10,565	2.6%
Increase over 1967-68		7.3%		17.2%		25.5%		28.9%	
Consumer Price Index X 10	$10,190	$10,680	4.8%	$11,310	5.9%	$11,900	5.2%	$12,330	3.6%
Increase ove. 1967-68		4.8%		11.0%		16.8%		21.0%	

* Estimated

Sources: Office of State College and University Presidents; State Board for Community College Education; Superintendent of Public Instruction; and the Department of Revenue.

TABLE III
(Cont.)

AVERAGE FACULTY SALARIES -- NINE MONTH BASIS

1967 68 to 197/ 78

(Continued)

1972-73 Average Salary	Increase Over 1971-72	1973-74 Average Salary	Increase Over 1972-73	1974-75 Average Salary	Increase Over 1973-74	1975-76 Average Salary	Increase Over 1974-75	1976-77 Average Salary	Increase Over 1975-76	1977-78 Average Salary	Increase Over 1976-77
$15,235 (12.4%) 19.8%	3.2%	$17,140 (4.5%) 34.8%	12.5%	$17,150 (11.2%) 34.8%	.1%	$19,067 (7.9%) 49.9%	11.2	$19,945 (6.9%) 56.8%	4.6%	$21,799 (3.8%) 71.4%	9.3
$14,332 (14.0%) 19.5%	3.4%	$16,002 (7.3%) 33.4%	11.7%	$16,021 (14.7%) 33.6%	.1%	$18,015 (11.4%) 50.2%	12.4	$18,937 (10.3%) 58.3%	5.4%	$20,602 (7.6%) 71.8%	8.5%
$12,996 (13.6%) 27.8%	2.4%	$14,592 (7.5%) 43.5%	12.3%	$15,507 (10.1%) 52.5%	6.3%	$17,452 (5.1%) 71.7%	13.1	$18,345 (4.6%) 80.5%	5.1%	$19,509 (4.0%) 91.9%	6.3%
$13,051 (13.6%) 22.8%	3.7%	$14,545 (9.0%) 36.8%	11.5%	$14,931 (13.4%) 40.4%	2.6%	$16,647 (10.6%) 56.6%	11.5%	$17,470 (10.2%) 64.3%	4.9%	$18,874 (7.4%) 77.5%	8.0%
$13,642 (7.0%)	3.6%	$15,365 (2.2%)	12.6%	$15,764 (4.7%)	2.6%	$17,772 (.7%)	12.7%	$18,737 1.1%	5.4%	$19,368 (2.3%)	3.4
$13,000 (14.9%) 24.9%	3.3%	$14,341 (10.0%) 37.7%	10.3%	$14,521 (17.5%) 39.5%	1.3%	$16,319 (13.3%) 56.7%	12.4%	$17,278 (12.9%) 65.9%	5.9%	$19,116 (6.7%) 83.6%	10.6
$12,891 35.5%	4.5%	$13,969 46.8%	8.4%	$14,150 48.7%	2.4%	$15,376 61.4%	8.3%	$16,286 71.1%	6.3%	$18,108 90.3%	11.2%
$11,706-#20 $14,154-#22		$12,489-#20 $15,592-#22		$12,263-#20 $15,889-#22		$12,906-#20 $17,377-#22		$13,058-#21 $18,256-#22		$15,539-#21 $20,435-#22	
$11,181 36.4%	5.8%	$11,962 45.9%	7.0%	$12,641 54.2%	5.7%	$14,068 71.6%	11.3%	$15,800 92.7%	12.3%	$17,041* 107.9% *	7.9%*
$12,820 25.8%	4.0%	$13,970 37.2%	9.0%	$15,520 52.3%	11.1%	$16,620 63.1%	7.1%	$17,580 72.5%	5.8%	$18,730* 83.8% *	6.5%*

Faculty Purchasing Power - The Equity Consideration

Although the accumulative salary increases shown in Table III since 1967-68 total over 70 percent, in nearly all cases the amounts have not kept pace with inflation experienced during the same time period.

The fact that inflation increased rapidly in recent years is not a new story. Table IV illustrates the past and forecasted future increases in the consumer price index. The effect that inflation has had on the purchasing power of Washington faculty has been to eliminate supposed gains in terms of constant dollars. Faculty productivity, on the other hand, is substantially higher than in 1967-68. Increases in the number of students per faculty member has resulted in an increase in student credit hour productivity of approximately 20 percent.

TABLE IV

CONSUMER PRICE INDEX
FISCAL YEARS 1968 - 1980

Fiscal Year	Index	Percent Change
1968	101.9	-
1969	106.8	4.8
1970	113.1	5.9
1971	119.0	5.2
1972	123.2	3.5
1973	128.2	4.1
1974	139.7	9.0
1975	155.2	11.1
1976	166.2	7.1
1977	175.8 (175.1)*	5.8 (5.4)*
Estimated		
1978	187.3 (185.1)*	6.5 (5.7)*
1979	198.5 (194.5)*	6.0 (5.1)*
1980	208.9	5.2

* Estimates included in the March, 1977 Report

Sources: Actual U.S. Department of Labor Estimates: Department of Revenue.

The Consumer Price Index (CPI) for fiscal year 1978 is now estimated to be 187.3. The 1977-78 estimate (185.1) was used as the base to calculate the Council's 1977-78 faculty salary information. Had the updated CPI information been available in early 1977, it would have had the effect of generating a salary objective somewhat higher than last year's values. The percentage increases would have ranged from 6.6 to 15.2 percent rather than the 5.4 to 13.9 percent contained in the Council's March, 1977 recommendations.

Salary Recommendations and Base Year Assumptions

In both 1975-77 and 1977-79 the Council's policy recommendations stressed the equity consideration, outlining percentage increases needed to maintain the same relationship between faculty salaries and cost of living increases since 1973-74. That year was selected because of the thorough review given this subject by the legislature when they authorized the first substantial increases in salaries since the 1969-71 biennium.

If the Council were to base recommendations for 1979-81 on the same methodology, the estimated percentage increases for 1979-80 to maintain the purchasing power experienced in the 1973-74 base year would range from 6.8 to 14.1 percent as shown in Table V. The increase for academic year 1980-81 would be based on the estimated cost of living increase between fiscal years 1980 and 1981 and will probably range between 5.0 and 7.0 percent.

TABLE V

AVERAGE FACULTY SALARIES
1973-74, 1978-79 AND 1979-80 INCREASES

Institution	Actual Average Salary 1973-74	Estimated Average Salary 1978-79*	1979-80 Objective**	% Increase
University of Washington	$ 17,140	$ 22,889	$ 25,630	12.0
Washington State University	16,002	21,632	23,929	10.6
Central Washington University	14,592	20,289	21,820	7.6
Eastern Washington University	14,545	19,818	21,750	9.7
The Evergreen State College	15,365	20,143	22,976	14.1
Western Washington University	14,341	20,072	21,445	6.8
Community Colleges	13,969	19,013	20,889	9.9

* Actual or estimated salaries for 1977-78 times the legislatively approved increases for 1978-79.

** Average salary needed to maintain 1973-74 purchasing power based on actual and projected increases in consumer price index as applied to actual institutional average salaries in 1973-74.

TABLE VI

AVERAGE FACULTY SALARIES
1971-72, 1978-79 AND 1979-80 INCREASES

Institution	Actual Average Salary 1971-72	Estimated Average Salary 1978-79*	1979-80 Objective**	% Increase
University of Washington	$ 14,768	$ 22,889	$25,041	9.4
Washington State University	13,859	21,632	23,500	8.6
Central Washington University	12,689	20,289	21,516	6.0
Eastern Washington University	12,587	19,818	21,343	7.7
The Evergreen State College	13,168	20,143	22,328	10.8
Western Washington University	12,582	20,072	21,334	6.3
Community Colleges	12,330	19,013	20,907	10.0

* Actual or estimated salaries for 1977-78 times the legislatively approved increases for 1978-79.

** Average salary needed to maintain 1971-72 purchasing power based on actual and projected increases in consumer price index as applied to actual institutional average salaries in 1971-72.

During the 1977 Legislative Session, the Council staff was asked to analyze what the impact on faculty salary increases would be if 1971-72 were used as the base year. The effect of using 1971-72 as a base year to determine a 1980-81 objective are reflected in Table VI. When compared to the 1973-74 base year methodology, the percentage increases related to the 1971-72 base year are less for all the four-year institutions. The community college system would gain slightly (one-tenth of a percentage point) if 1971-72 instead of 1973-74 was used as the base year.

Since the legislature addressed the equity question during the 1977 session for the current biennium by providing differential funding to the institutions, another alternative would be to use one of the years of the current biennium as a base. The use of 1978-79, for example, would result in the percentage increase for 1980-81 being the same for all institutions. A further discussion of the base year approach is contained in the commentary section.

Comparisons - The Question of Competitiveness

Analysis of various data sources and subsequent comparison of salaries or compensation among institutions or states is complex and often confusing. Institutions included in one survey may be excluded from another due to a different system of categories or by applying different criteria. Groups of faculty may be excluded in one survey and included in another depending on definitions, resulting in different averages for Washington institutions. Consistency of reporting may vary from year to year. Full-time faculty may be used in one survey and "full-time equivalents" in another.

Even within the same survey, data may be treated differently and produce different results. When comparing the salaries paid at one institution to all personnel in the survey, the average for all faculty

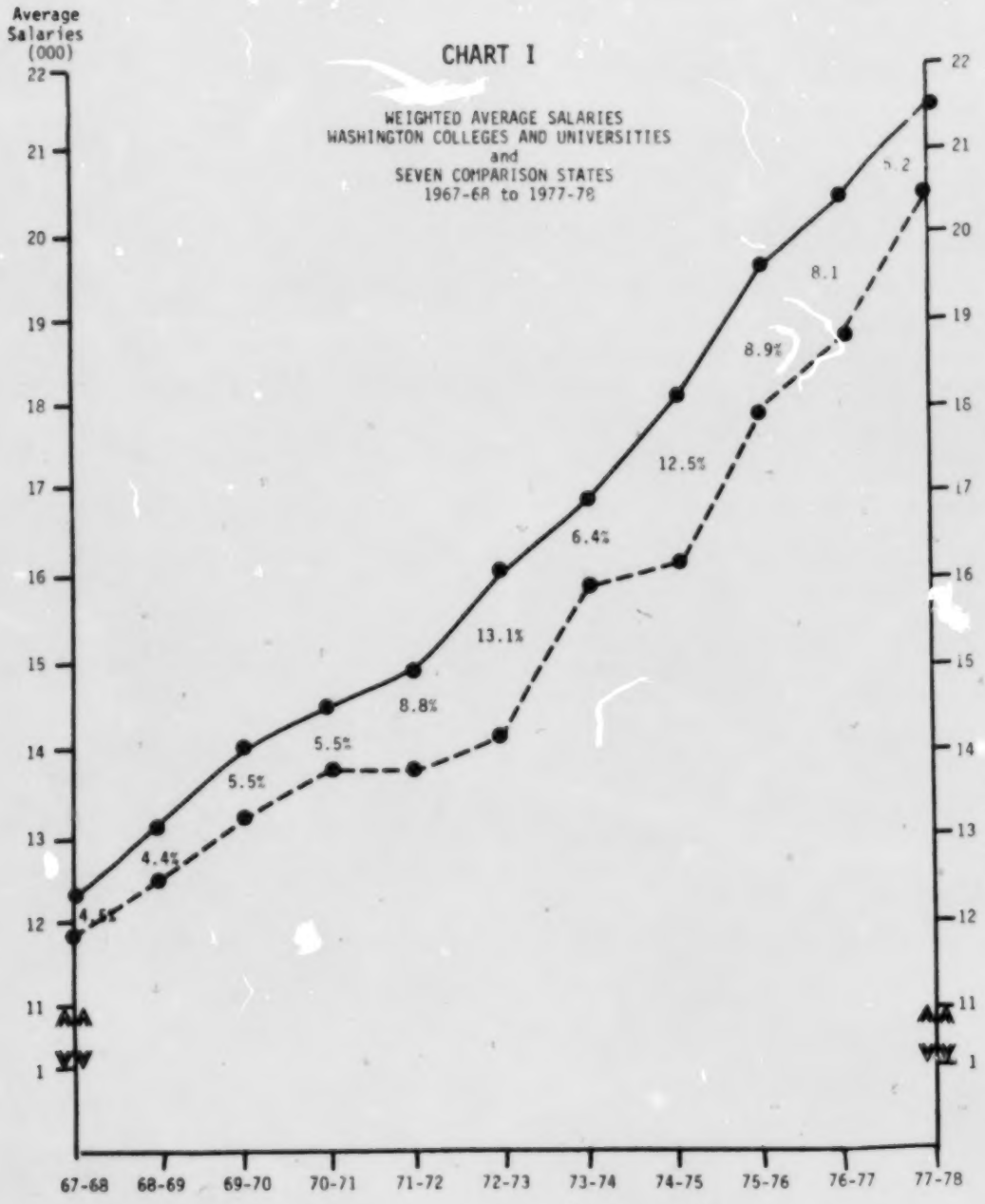
ranks of all respondents are used. When comparing the salaries of professors to professors, associate professors to other associate professors, etc., to derive a composite average, it is necessary to weight the results by the number of faculty in each rank in the Washington school. The latter approach is the one which has consistently been used in this state.

The Seven Comparison States and Other Comparisons

The seven state survey group includes the major university (in Wisconsin, the Madison and Milwaukee campuses and in the case of California, the entire university system) and 21 selected state universities or colleges in the states of California, Oregon, Minnesota, Wisconsin, Illinois, Indiana and Michigan. Comparisons using these states have been in effect for all four-year schools since 1962 although the institutional composition has changed from time to time. The survey group is heavily weighted by the State of California which comprises 40 percent of the university comparisons and 36 percent of the college survey.

Chart I indicates the relative position of the Washington four-year institutions to the seven state institutions since 1967-68. As the chart indicates, the composite Washington average is now 5.2 percent behind the seven state rates, the closest position since 1968-69. Table III (pages 6 and 7) contains information on institutional relationships to the seven state rates. In addition, the salary data for the colleges and universities used in Tables II, III, IV, and V reflect the definitions of the seven state survey. The community college system does not have an established group of states for comparison purposes.

Although the seven state survey findings have not been used by the legislature as the basis for salary policy since 1969, the Council has recognized the value of its historical comparisons and has recommended


Average Salaries (000)
CHART I
WEIGHTED AVERAGE SALARIES
WASHINGTON COLLEGES AND UNIVERSITIES
and
SEVEN COMPARISON STATES
1967-68 to 1977-78
22
21
20
19
18
17
16
15
14
13
12
11
1
4.4%
5.5%
5.5%
8.8%
13.1%
6.4%
12.5%
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8.1
67-68
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69-70
70-71
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73-74
74-75
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76-77
77-78

that it be used as one of the comparison criteria in determining appropriate salary funding. A review of recent seven state surveys indicates that questions exist as to the internal consistency of definitions and data provided by the survey institutions. This subject and other questions related to comparisons will be reviewed in the commentary section.

Fringe Benefit Comparisons

The focus of this and previous reports has been on faculty salaries. As evidenced by the actions of the last legislature, fringe benefits are playing an increasingly important role in the question of faculty compensation. Table VII has been prepared to provide a comparison of Washington institutions with the institutions included in the seven state survey in terms of fringe benefit percentages and total compensation (salary plus fringe benefits). Although the institutions included are the same as those in the seven state survey, the salary and benefit information was derived from those institution's responses to the Higher Education General Information Survey (HEGIS) conducted annually by the National Center for Education Statistics. The information presented for each state is appropriately weighted by the mix of faculty and institutions within that state.

Table VII indicates that Washington universities rank sixth out of the eight states in fringe benefit percentage and are approximately 4.5 percent below the average of the comparison universities. In the case of the regional universities, there are three states with higher fringe benefit percentages. On a composite basis, Washington institutions are approximately one percentage point behind the weighted total of the comparison group. Although not directly comparable, the 1976-77 report of the American Association of University Professors (AAUP) indicates a national average fringe benefit percentage for public doctoral granting institutions of

14.26 percent and in the case of comprehensive four-year institutions, 15.78 percent. Although national comparison information is not readily available for community colleges, it is likely that a similar relationship exists. Even though the data are not current, it is probably safe to conclude that Washington fringe benefits are close to a national average position although they lag behind those of the institutions in the seven state comparison group.

TABLE VII

SEVEN STATE SURVEY INSTITUTIONS
COMPARISON OF 1977-78 SALARY AND FRINGE BENEFIT AVERAGES
(HEGIS SURVEY BASIS) BY STATE

State	Average Salary	Benefit %	Compensation
I. Universities			
Michigan	$ 23,914	19.56%	$ 28,592
California	23,398	20.96	28,302
Illinois	22,977	14.71	26,357
Minnesota	21,759	21.95	26,535
Wisconsin	21,717	20.79	26,232
Washington	21,420	15.26	24,689
Oregon	21,236	13.75	24,156
Indiana	20,774	20.54	25,041
II. Regional Universities			
California	$ 22,295	21.15%	$ 27,010
Oregon	19,922	15.89	23,088
Washington	19,057	18.19	22,523
Michigan	18,589	20.69	22,435
Minnesota	18,454	16.88	21,569
Wisconsin	18,432	22.16	22,516
Indiana	18,427	17.80	21,707
Illinois	18,351	15.33	21,164
III. Weighted Average Benefit Percentages			
Comparison Universities		19.74%	
Washington		15.26	
Comparison Regional Universities		19.11%	
Washington		18.19	

Other Comparisons

In 1976 the Council conducted an extensive study of institutionally based comparison criteria under Senate Resolution 1976-209. While the results of that survey closely paralleled those of the seven comparison states, the list of institutions selected generated considerable controversy. In the absence of any formal mandate from the legislature or the Council, the staff has not conducted the survey in 1977. The results of the 1976 survey are available in Council Report 77-16, dated March, 1977.

For the past several years, the staff has presented national comparison information derived from the annual study conducted by the American Association of University Professors. Tables A-1 and A-3 (contained in the appendix) contain a ranking of faculty compensation by state for universities and comprehensive four-year institutions. It should be understood that the data reflect an all rank average for each state by category of public institution and are not weighted by the mix of faculty ranks which currently exist in Washington institutions. In other words, they reflect the amount expended for all faculty in each category in each state. In terms of total average compensation in 1976-77, Washington universities ranked twelfth, slightly above the reported national average; and the regional universities ranked eleventh, slightly below the reported national average compensation.

Table A-3 ranks all public and private universities by average compensation. Derived average salary data are also shown. As will be discussed in the commentary section, the figures for Washington institutions differ from the averages reported for nine-month faculty since the AAUP system calls for eleven/twelve month faculty to be factored into the reported

data. Since the procedure would affect all institutions, no adjustment has been made to the Washington information. The table indicates that in 1976-77 the position of both the University of Washington and Washington State University declined relative to other universities. The University of Washington ranked 56th out of 199 institutions, and Washington State University ranked 102nd.

It should be noted in reviewing the above information that the data are one year old. It has been our intent to provide the most relevant information; and while national data has its limitations, it is valuable from a point of perspective. Regrettably a system does not yet exist to provide current year data on a national basis.

Findings

(1) Salary increases appropriated by the legislature apply to all faculty and exempt personnel at the colleges and universities. Actual or estimated increases for nine-month faculty included in comparison surveys can and do vary from the overall appropriated increase.

(2) The consumer price index reached 183.2 in September, 1977, a 6.1 percent increase above the same month in 1976. On a fiscal year basis, the 1976-77 year cost of living was 5.8 percent higher than 1975-76. This is four-tenths of one percent above our estimate of a year ago.

(3) Based on estimates of the Department of Revenue, the cost of living will continue to increase at a slightly increasing rate over the next several years and only dropping below its present rate in 1980. The estimated percentage increase from 1977 to 1978 is 6.5 percent and from 1978 to 1979 is 6.0 percent.

(4) The 1977-78 salary increases made a considerable gain on inflation. However, actual and projected increases have and will continue to

eliminate real salary increases for the average faculty member in most institutions. Faculty productivity, when measured by credit hour loads, is substantially higher than in 1967-68, however.

(5) The 1977-78 increases have improved Washington's faculty salaries position relative to those in other states and institutions. In 1976-77 the four-year institutions lagged behind the estimated weighted average of the traditional seven comparison state group by an average of 8.1 percent. The difference calculated for 1977-78 is 5.2 percent or an improvement of almost three percent over the year before.

(6) A comparison of fringe benefits indicates that Washington four-year institutions lag behind the average of the seven comparison states. While current national data are not yet available, it is likely that fringe benefits in Washington are close to the national average.

COMMENTARY

Institutions of higher education are highly labor intensive operations. Nearly three-fourths of total higher education expenditures are devoted to salaries and fringe benefits. A major component are the salaries and fringe benefits paid to faculty and other exempt personnel. Based on information provided to the last legislature, it is estimated that the 1979-81 biennial cost for each one percent of faculty and exempt salary increase would exceed $5 million. It is clear that each percentage point point affected by salary recommendations to be considered by the 1979 legislature has a significant fiscal impact.

The purpose of this section of the faculty salary report is to raise and review a number of basic questions prompted by our salary and fringe benefit analysis. In view of the fiscal impact of salary increases and the importance of compensation to staff morale and performance, we feel it is important that these questions be addressed and, insofar as possible, be resolved prior to the 1979 legislative session.

Salary comparisons and calculations are an extremely complex subject, and it is understandable that there can be a number of different viewpoints as to the best means of calculation and comparison. This section of the report does not propose specific answers since we feel that the various interested and concerned parties should be involved in the discussion and resolution of the questions.

(1) What personnel should be included in the base for measuring faculty salary averages?

Regardless of the approach that is used to determine salary and/or fringe benefit increase recommendations, it is necessary to address the question of the personnel to be included in the "salary base". As was

indicated earlier in the report in reference to Table II, the faculty salary averages which have been used for several years represent only those faculty included in the seven state survey base. This survey is limited to nine-month contract faculty with the rank of instructor and above and is exclusive of faculty in medicine, dentistry, nursing, pharmacy, and law. In addition, faculty on eleven or twelve-month contracts are excluded. Faculty holding part-time appointments (aside from teaching assistants) are included. In the case of the community college system, only full-time nine-month faculty are included and part-time personnel are excluded as are full-time faculty funded from non-state sources. Librarians and counselors have traditionally been included since these categories have faculty status under state law. From the above it can be seen that the salary base is not comparable between the two- and four-year institutions and is not as comprehensive as it might be.

A number of states, as well as the American Association of University Professors, use the definitions contained in the federal Higher Education General Information Survey (HEGIS). This survey includes all full-time instructional/research staff whose major regular assignment is instruction. It does not include part-time faculty, instructional faculty for pre-clinical and clinical medicine, administrative officers, or student teaching assistants. It also includes the lecturer category along with other faculty ranks. At the present time, the University of Washington reports 49 lecturers on nine-month contracts, and Western Washington University reports 28 lecturers. This category is becoming increasingly significant since the instructor category is rapidly becoming an unused designation. Table VIII provides current faculty salary averages for nine-month personnel and compares the faculty base used in the seven state survey approach and that used in the

TABLE VIII

COMPARISON OF 1977-78 FACULTY SALARY AVERAGES
SEVEN STATE SURVEY SYSTEM AND HEGIS SURVEY SYSTEM

State	Seven State System		HEGIS System		Difference	
	Faculty	Average Salary	Faculty	Average Salary	Faculty	Average Salary
I. Universities						
California	5,367*	$ 23,809*	5,394	$ 23,398	27	$ - 411
Illinois	1,419	22,985	1,658	22,977	239	- 8
Indiana	1,028	21,234	1,150	20,774	122	- 460
Michigan	1,391	24,512	1,481	23,914	90	- 598
Minnesota	1,660**	20,970	1,277	21,759	(383)	+ 789
Oregon	584	21,515	632	21,236	48	- 279
Wisconsin	1,919	21,885	1,957	21,717	38	- 168
UW	1,152	21,795	1,263	21,941	111	+ 146
WSU	529	20,593	586	20,297	57	- 296
II. Regional Universities						
California	4,192	$ 22,307	4,255	$ 22,295	63	$ - 12
Illinois	2,091	18,368	2,167	18,351	76	- 17
Indiana	1,517	18,458	1,530	18,427	13	- 31
Michigan	737	18,638	741	18,589	4	- 49
Minnesota	1,191**	18,052	1,036	18,454	(155)	+ 402
Oregon	446	20,054	481	19,922	35	- 132
Wisconsin	1,381	18,432	1,382	18,432	1	0
Central	301	19,510	306	19,513	5	+ 3
Eastern	341	18,873	342	18,973	1	+ 100
Western	373	19,115	385	18,631	12	- 484
Evergreen	131	19,368	128	19,452	(3)	+ 84

* Includes part-time and vacant positions.
** Average may be due to part-time positions.

SOURCES: Institutional responses to 1977-78 Seven State Survey and to the Higher Education General Information Survey

Higher Education General Information Survey. While this table will also be discussed in the section on comparisons, it should be noted that 167 more Washington university faculty are included in the HEGIS base than in the seven state base. In the case of the regional universities and The Evergreen State College, there is a net difference of 15.

Another factor which should be considered in the question of who should be included in the base are those instructional personnel with eleven or twelve-month contracts. The American Association of University Professors, in their approach to salary comparisons, has converted these personnel to a nine-month equivalent and includes them in the total. Since the salary adjustments provided to faculty and exempt staff are intended both for nine and twelve-month contracted personnel, a question exists as to whether the AAUP approach should be followed in determining the salary base.

(2) Should calculations and comparisons include fringe benefits?

Traditionally the focus of attention has been on the salary component of overall compensation. As evidenced by recent legislative action in greatly expanding health benefits, there is increased interest in fringe benefits. The Higher Education General Information Survey defines fringe benefits as "cash contributions in the form of supplementary or deferred compensation other than salary". Although these items do not, in most cases, have current dollar value, they represent an increasingly important part of overall compensation, especially in terms of the salary comparisons. Competitiveness is not always measured by annual salary, but also by the ability of the institution to provide an attractive fringe benefit package. Table VII on Page 16 provides current information on fringe benefits and gives an indication of what would happen if comparisons were based on total compensation. It should be noted that the American Association of University Professors has

for many years based the prime focus of their comparisons on total faculty compensation. The question of including fringe benefits in the overall calculations is an important one and needs to be resolved prior to executive review of the 1979-81 budget.

(3) Should equity-based recommendations relate to overall averages or solely to continuing faculty?

The Council has for the last two biennia focused its recommendations on the "equity" criteria. The Council has outlined percentage increases needed to maintain the same relationship between faculty salaries and cost of living increases since 1973-74. As will be discussed under (4) below, the four-year institutions have tended to stress the competitiveness argument through use of salary comparisons.

There are two issues involved in the use of the equity criteria: The mechanics of the approach and the base year to be used. Attention was drawn to the first issue as a result of the discrepancies between actual increases and legislatively approved increases as shown in Table II. Table IX below was prepared to indicate the difference in the overall average increase and the increases provided to faculty members who were employed in 1976-77. In all but one case, the increase to continuing faculty was in excess of the overall average increase experienced by the institution. In general this is due to new faculty being hired at lower than average salary levels. Resignations of higher paid faculty or recruiting above the average can result in the overall increase exceeding that provided to continuing faculty. Two institutions - Washington State University and The Evergreen State College - experienced overall increases to faculty contained in the seven state survey base which were considerably less than that approved by the

legislature. The increase those institutions provided to continuing faculty was either identical to that approved by the legislature or extremely close to that amount.

TABLE IX

FACULTY SALARY INCREASES
1976-77 TO 1977-78

Institution	Legislative Approved	Overall Increase	Continuing Faculty	Percent of Faculty Continuing
UW	10.0%	9.3%	10.0%	88.3%
WSU	10.0	8.5	10.0	87.9
CWU	6.0	6.3	5.8	94.8
EWU	8.0	8.0	8.9	92.9
TESC	6.0	3.4	5.7	83.6
WWU	10.0	10.6	10.8	88.0
CC's	10.0*	11.2	11.8	91.9

* Optional unfunded salary increase proviso (estimated to be approximately 1.6 percent) is in addition to the funded 10.0 percentage increase.

The analysis in Table IX points out a problem in the use of overall averages in measurement of salary need against cost of living increases. If, for example, one compares Evergreen's overall average increase of 3.4 percent against the 6.5 percent increase in the cost of living, a much larger "catch-up" factor is indicated than if one compares the 5.7 percent provided to the faculty who were continuously employed. Tables V and VI were based on the overall average. It is safe to say that the 1979-81 projections in those tables would be altered if increases to continuing faculty were used as the measure. If the approach of relating cost of living increases to faculty salary requirements is to be continued, it is clear that

the question of whether to use overall average increases or increases provided to continuing faculty needs to be resolved as soon as possible.

The base year to be used in cost of living based recommendations was the subject of considerable controversy in December, 1974 when the Council first made its recommendations along these lines. As was noted earlier in this report, the Council staff during the last legislative session was asked to analyze the impact on faculty salary increases if 1971-72 were used as the base year instead of the 1973-74 base year used by the Council. The comparison of those two years is shown on Tables V and VI. A thorough airing of the question of the appropriate base year, 1971-72, 1973-74 or a different and possibly more recent year, should be conducted. It may be necessary to also address the questions of competitiveness and interinstitutional equitibility in this review.

(4) Salary comparisons: Can they be improved?

The issue of salary comparisons raises a number of questions. Comparisons are inevitably complex and are often emotional issues. This was brought home forcefully in our comparison study conducted under Senate Resolution 1976-209. In order to be effective, comparisons need to be well defined, deal with a stable group of institutions or states, be consistent as to definition, and timely. National comparisons are often made and are felt by many to be the most desirable. The sheer volume of institutional reports means, as a practical matter, a one year lag time until results are available. There are also questions as to the appropriateness of categories which are used by either the federal government or the American Association of University Professors in national comparisons.

While multi-state institutional-based comparisons have not been featured in community college requests, they have formed a focal point of four-year institutions requests. The requests are primarily based upon the seven state

survey which was intended to meet most, if not all, of the criteria set forth above. The comparisons use institutions in the states of California, Oregon, Minnesota, Wisconsin, Illinois, Indiana, and Michigan and have been in effect since 1962, although the institutional composition has been changed from time to time. While the overall impression of consistency has been given, there are many instances in past years where the information has not been consistent from one period to another. For example, the University of Illinois reported 2,518 faculty in the 1974-75 survey. In 1975-76, the number reported was 1,518; in 1976-77, 1,412; and in 1977-78, 2,091. Similar changes have taken place in reporting from the states of Oregon, Wisconsin, and Minnesota in past years. The Office of State College and University Presidents, which conducts the survey, is aware of reporting inconsistencies and has recently taken steps to adjust past reports insofar as the information is available from the responding institutions.

There are also some definitional problems which are encountered when the seven state data are analyzed. It is not known, for example, the extent to which unfilled positions are reported. We are aware, however, that 832 unfilled positions were included in the survey response by the University of California system. The impact of part-time faculty is not separately indicated. We do know, however, that the lecturer category is not reported and used in the comparisons. There are 591 lecturers employed full-time by the University of California system and a total of 865 full-time lecturers in the seven state universities. This is over four times the number of instructors which are reported by those institutions. In view of the need for consistent definitions and comprehensive coverage and especially in view of the timing problems of acquiring salary data, it may now be appropriate to consider the use of the Higher Education General Information Survey definitions in the collection of information from the comparison institutions. Table VIII

offers a summary comparison of the two systems.

Another related question is whether additional states should be added to the seven state group. With the emergence of such Western states as Colorado and Arizona as strong public higher education states, perhaps they should be included to afford a better regional balance. Such potential inclusion or a review of the institutions now included in the seven state group might serve to reduce the extremely high impact that California salary policies have on Washington's comparisons. As we noted earlier, California accounts for 40 percent of the university comparisons and 36 percent of the college survey. This makes Washington's competitive picture extremely dependent on California salary policy. We are not suggesting the development of an entire new comparison base such as was necessary to meet the terms of Senate Resolution 1976-209. We do, however, feel it appropriate to raise the question of the adequacy of the current comparison group of institutions.

(5) What is the effect of tenure on faculty salary averages?

During the discussion of the preliminary status report at the last Council meeting, questions were raised concerning the effect of tenure on faculty salaries. Table X on the following pages outlines the differences between tenured and non-tenured faculty salaries along with supporting data indicating the basis of the differences.

Tenured faculty average from 21 to 47 percent higher than non-tenured faculty in the four-year institutions. The analysis in Table X deals exclusively with the four-year institutions since specific data on salaries paid to tenured versus non-tenured personnel in the community college system are not yet available. The figures were derived from the 1977-78 HEGIS reports based upon differences by faculty ranks and sex. As the table indicates, the ranks of associate and full professor are primarily

TABLE X

1977-78 NINE-MONTH FACULTY SALARIES
TENURED VS NON-TENURED WITH
SUPPORTING DATA INDICATING BASIS OF DIFFERENCE

	Rank	Men Average Salary	Men Number Total	Men Number Tenured	Men Percent Tenured	Women Average Salary	Women Number Total	Women Number Tenured	Women Percent Tenured	All Rank Totals Average Salary	All Rank Totals Percent Tenured
UW											
	Professor	$27,715	494	486	98.4%	$25,145	26	25	96.1%		
	Associate	20,163	336	318	94.6	19,496	47	40	85.1		
	Assistant	16,094	209	36	17.2	15,669	87	8	9.2		
	Instructor	12,681	3	0	0.0	12,397	12	0	0.0		
	Lecturer	16,725	24	0	0.0	14,408	25	0	0.0		
	Total	$22,767	1,066	840	78.8%	$17,473	197	73	37.1%	$21,941	72.3%
	Tenured	$24,358				$19,294				$23,953	
	Non-Tenured	16,851				15,391				16,334	
WSU											
	Professor	$25,219	196	195	99.5%	$24,105	18	18	100.0%		
	Associate	18,843	158	149	94.3	18,695	22	20	90.9		
	Assistant	16,588	120	16	13.3	16,013	66	3	4.6		
	Instructor	NA	0	0	0.0	13,566	6	0	0.0		
	Total	$20,909	474	360	76.0%	$17,710	112	41	36.6%	$20,297	68.4%
	Tenured	$22,196				$20,874				$22,061	
	Non-Tenured	16,841				15,882				16,473	
TESC											
	All Ranks	$19,789	92	0	0.0%	$18,592	36	0	0.0%	$19,452	0.0%

TABLE X
(Cont.)

	Rank	Men: Average Salary	Men: Number Total	Men: Number Tenured	Men: Percent Tenured	Women: Average Salary	Women: Number Total	Women: Number Tenured	Women: Percent Tenured	All Rank Totals: Average Salary	All Rank Totals: Percent Tenured
CWU											
	Professor	$22,937	101	100	99.0%	$21,430	10	10	100.0%		
	Associate	18,591	98	91	92.9	18,179	18	17	94.4		
	Assistant	16,819	50	25	50.0	15,625	18	8	44.4		
	Instructor	16,328	4*	0	0.0	14,130	7	0	0.0		
	Total	$19,957	253	216	85.4%	$17,390	53	35	66.0%	$19,513	82.0%
	Tenured	$20,398				$18,524				$20,137	
	Non-Tenured	17,385				15,186				16,665	
EWU											
	Professor	$21,853	120	120	100.0%	$20,863	7	7	100.0%		
	Associate	18,391	110	101	91.8	18,295	14	11	78.6		
	Assistant	16,133	61	40	65.6	15,139	18	10	55.6		
	Instructor	11,833	4	0	0.0	10,750	2	0	0.0		
	Total	$19,250	295	261	88.5%	$16,980	41	28	68.3%	$18,981	86.0%
	Tenured	$19,637				$17,810				$19,460	
	Non-Tenured	16,224				15,192				15,939	
WWU											
	Professor	$22,318	99	99	100.0%	$21,844	9	9	100.0%		
	Associate	18,155	172	165	95.9	18,136	19	17	89.5		
	Assistant	15,550	38	9	23.7	15,053	19	6	31.6		
	Lecturer	15,137	13	0	0.0	14,210	16**	0	0.0		
	Total	$19,006	322	273	84.8%	$16,721	63	32	50.8%	$18,632	79.2%
	Tenured	$19,579				$18,601				$19,476	
	Non-Tenured	15,813				14,782				15,413	

* Includes 1 Lecturer

** Includes 1 Instructor

SOURCE: Institutional HEGIS reports.

tenured while the lower ranks of assistant professor, instructor and lecturer are primarily untenured. The table also indicates that by institution, between 76 and 88.5 percent of male faculty are tenured, with an overall statewide average of 81 percent men being tenured. On the other hand, the tenure rate for female faculty averages 45 percent in all four-year institutions other than Evergreen, and ranges from a low of 36.6 percent to a high of 68.3 percent. The lower average salaries paid to women in all ranks and in all institutions coupled with the significantly lower proportion of tenure is one of the major reasons for the difference between salaries paid to tenured and non-tenured faculty. It should also be noted that tenure or rank alone does not influence the relatively lower salaries paid to female employees since Evergreen, which does not have either tenure or ranks, still has an average salary for men nearly $1,200 higher than that paid to women.

The analysis of the difference between tenured and non-tenured salaries has proven to be extremely significant. It was anticipated that salaries paid to more experienced, higher ranked personnel would be significantly higher than that paid to the newer, lower ranked personnel. The overall results are not surprising. What is most interesting is the consistently lower salaries paid to female employees regardless of rank or tenure status at all institutions. The other findings, such as the 50 percent lower tenure rate among female employees and the fact that only 15 percent of all female employees have attained the rank of full professor while 54 percent of male employees have attained full professorial status, raise policy questions that have a bearing on both salary and tenure policy.

As the state looks forward to a period of stable, if not slightly declining enrollments, it is unlikely that a large number of new faculty positions

will be available. Currently female faculty comprise slightly less than 17 percent of total reported nine-month faculty. At the same time, the National Research Council indicates that between 1973 and 1976 women accounted for 21.9 percent of all earned doctorates. Institutions will be faced with considerable pressure to hire additional female faculty. At the same time, the predominance of existing female faculty in an untenured lower ranked status will result in pressures to award tenure which is normally a precondition to movement to the associate professor rank.

At the same time, Washington public institutions rank second in the nation in the proportion of tenured faculty and, in the five four-year institutions having tenure, range from 68.4 to 86 percent tenured. The institutions, as well as the Council, are aware of the limitations on flexibility that increasing the tenure rate would impose; and as a matter of fact, the pressures will be for measures to reduce the proportion of tenured faculty. A basic policy problem appears to emerge from the two objectives of providing equal opportunities without regard to sex and the need to increase institutional flexibility in responding to changing student needs. Material contained in Table X should be carefully studied and considered in salary policy and in the discussion of tenure and its alternatives.

APPENDIX

TABLE A-1

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1976-77

PUBLIC UNIVERSITIES
(CATEGORY I)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	Alaska	$28,806	1	26	Colorado	$21,274	26
2	New Jersey	$27,021	2	27	Vermont	$21,266	41
3	California	$26,864	3	28	Kentucky	$21,220	31
4	Hawaii	$26,281	4	29	New Mexico	$21,205	29
5	New York	$26,260	5	30	Virginia	$21,190	24
6	Minnesota	$25,559	6	31	New Hampshire	$21,056	34
7	Wisconsin	$25,062	9	32	Maryland	$20,944	30
8	Michigan	$24,880	8	33	Wyoming	$20,718	28
9	Pennsylvania	$23,959	10	34	Nebraska	$20,668	33
10	Utah	$23,648	18	35	West Virginia	$20,301	37
11	Oregon	$22,978	16	36	Arkansas	$20,227	38
12	Washington	$22,864	12	37	Oklahoma	$20,041	39
13	Iowa	$22,802	20	38	Tennessee	$19,758	43
14	Ohio	$22,798	17	39	Idaho	$19,628	46
15	Arizona	$22,746	13	40	Alabama	$19,547	40
16	Indiana	$22,735	25	41	Georgia	$19,545	36
17	Rhode Island	$22,666	19	42	Florida	$19,515	32
18	Nevada	$22,426	11	43	North Dakota	$19,513	42
19	Delaware	$22,326	15	44	Missouri	$19,441	35
20	Illinois	$22,303	22	45	Montana	$19,089	45
National	Average	$22,120		46	Louisiana	$18,913	47
21	North Carolina	$21,950	21	47	Maine	$18,749	50
22	Connecticut	$21,809	14	48	South Carolina	$18,539	44
23	Massachusetts	$21,714	7	49	South Dakota	$18,483	48
24	Texas	$21,611	23	50	Mississippi	$17,370	49
25	Kansas	$21,418	27				

TABLE A-2

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1976-77

PUBLIC FOUR-YEAR COLLEGES
(CATEGORY IIA)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	Alaska	$25,200	1	24	Massachusetts	$18,262	13
2	California	$24,937	3	25	Colorado	$18,230	24
3	New York	$24,868	4	26	Idaho	$18,166	35
4	Pennsylvania	$24,155	2	27	Kansas	$18,145	26
5	New York	$22,172	5	28	New Hampshire	$18,004	38
6	Ohio	$21,812	6	29	Nebraska	$17,900	29
7	Michigan	$21,513	9	30	New Mexico	$17,737	31
8	Oregon	$21,403	7	31	Arkansas	$17,689	36
9	Wisconsin	$21,288	12	32	Virginia	$17,661	25
10	Nevada	$20,670	8	33	North Carolina	$17,653	33
National Average		$20,620		34	Tennessee	$17,463	34
11	Washington	$20,385	10	35	South Dakota	$17,440	39
12	Rhode Island	$20,054	18	36	South Carolina	$17,384	32
13	Minnesota	$20,002	15	37	Florida	$17,322	23
14	Illinois	$19,993	14	38	Oklahoma	$17,320	27
15	Iowa	$19,879	16	39	North Dakota	$17,066	40
16	Indiana	$19,840	21	40	Missouri	$16,795	37
17	Maryland	$19,713	11	41	Louisiana	$16,615	43
18	Texas	$19,155	17	42	Alabama	$16,471	41
19	Kentucky	$18,655	22	43	Mississippi	$15,738	42
20	Montana	$18,644	20	44	Vermont	$15,447	45
21	Maine	$18,437	28	45	Georgia	$15,333	44
22	Connecticut	$18,281	19				
23	West Virginia	$18,273	30				

Not Reported: Arizona, Delaware, Hawaii, Utah, Wyoming

TABLE A-3

1976-77 RANKING OF UNIVERSITIES BY AVERAGE COMPENSATION

RANK	NAME	SAL	COMP
1	HARVARD UNIVERSITY	26102	31471
2	CAL INST OF TECHNOLOGY	25695	31241
3	AIR FORCE INST TECHNOLOGY	27021	29560
4	TEACHER'S COLLEGE	24066	29269
5	COLUMBIA U MAIN DIVISION	24129	28948
6	STANFORD UNIVERSITY	24449	28825
7	U OF ALASKA FAIRBANKS	27702	28806
8	MASS INST OF TECHNOLOGY	23890	28751
9	JOHN HOPKINS U ARTS AND SCIS	24104	28383
10	UNIVERSITY OF CHICAGO	24238	28347
11	JOHN HOPKINS U-ADV INTL STUDIES	23901	27933
12	U OF PENNSYLVANIA	23572	27828
13	U OF MICHIGAN ANN ARBOR	23336	27749
14	RUTGERS U NEW BRUNSWICK	23023	27177
15	UNIV OF CALIFORNIA ENTIRE	22766	26864
16	SUNY AT BUFFALO MAIN CAMPUS	22066	26762
17	CORNEL U ENDOWED COLLEGES	22384	26553
18	SUNY AT STONY BRK MAIN CAMPUS	21862	26531
19	RUTGERS U NEWARK CAMPUS	22473	26502
20	CORNELL U STATUTORY COLL	21272	26463
21	YALE UNIVERSITY	23133	26327
22	UNIVERSITY OF HAWAII AT MANOA	22050	26281
23	UNIVERSITY OF ROCHESTER	22301	26221
24	SUNY AT BINGHAMTON	21394	26092
25	U OF WISCONSIN MADISON	21649	25945
26	SUNY AT ALBANY	21269	25910
27	PRINCETON UNIVERSITY	21900	25707
28	BRANDEIS UNIVERSITY	22201	25591
29	U OF MINN MINNEAPOLIS ST PAUL	21195	25559
30	NORTHWESTERN UNIVERSITY	22102	25527
31	OHIO STATE U MAIN CAMPUS	21972	25320
32	NEW YORK UNIVERSITY	21991	25272
33	GEORGE WASH U	21649	25072
34	U OF VIRGINIA MAIN CAMPUS	22183	25016
35	MICHIGAN STATE UNIVERISTY	21085	24939
36	BROWN UNIVERSITY	21656	24933
37	UNIVERSITY OF UTAH	20469	24607
38	PURDUE U MAIN CAMPUS	20513	24525
39	INDIANA U BLOOMINGTON	20302	24500
40	RENSSELAER POLY INSTITUTE	21019	24496
41	PA STATE U MAIN CAMPUS	20625	24494
42	TEMPLE UNIVERSITY	20736	24451
43	LEHIGH UNIVERSITY	20006	24366
44	U OF NC AT CHAPEL HILL	21628	24269
45	U OF SOUTHERN CALIFORNIA	21015	24261
46	U OF ILLINOIS-URBANA	21143	24152
47	VANDERBILT UNIVERSITY	20545	24096
48	CARNEGIE-MELLON U	20928	23996
49	UNIVERSITY OF MIAMI	19245	23892
50	NY ST C CERAMICS ALFRED U	19679	23891

RANK	NAME	SAL	COMP
51	UNIVERSITY OF IOWA	20447	23834
52	WASHINGTON UNIVERSITY	20620	23630
53	UNIVERSITY OF ARIZONA	20992	23652
54	RICE UNIVERSITY	20853	23598
55	DARTMOUTH COLLEGE	19474	23492
56	UNIVERSITY OF WASH	20742	23469
57	U OF OREGON MAIN CAMPUS	20342	23440
58	SUNY C ENVIRNMNTL SCI-FORS	19036	23416
59	OREGON GRADUATE CENTER	20172	23400
60	U OF WICONSIN MILWAUKEE	19394	23379
61	SYRACUSE U MAIN CAMPUS	19816	23293
62	U OF TEXAS AT AUSTIN	20917	23291
63	SAINT JOHN'S UNIVERSITY	19588	23226
64	CLARK UNIVERSITY	19269	23165
65	WAYNE STATE U	19801	23102
66	BOSTON COLLEGE	19627	23015
67	GEORGETOWN UNIVERSITY	19420	22960
68	CASE WESTERN RESERVE U	19432	22827
69	U OF PITTSBURG MAIN CAMPUS	20157	22764
70	BOWLING GRN ST U MAIN CAMPUS	19812	22710
71	U OF COLORADO BOULDER	20361	22710
72	U OF RHODE ISLAND	19556	22666
73	ROCKEFELLER UNIVERSITY	18896	22663
74	FORDHAM UNIVERSITY	19877	22656
75	AMERICAN UNIVERSITY	19321	22617
76	UNIVERSITY OF TOLEDO	19327	22600
77	U OF CINCINNATI MAIN CAMPUS	19487	22566
78	ARIZONA STATE UNIVERSITY	19695	22541
79	OREGON STATE UNIVERSITY	19441	22524
80	U OF AKRON MAIN CAMPUS	19049	22512
81	U OF MASS AMHERST CAMPUS	21787	22480
82	UNIVERSITY OF NOTRE DAME	19439	22446
83	BRYN MAWR COLLEGE	18572	22433
84	U OF NEVADA -RENO	20108	22426
85	UNIVERSITY OF DELAWARE	19693	22326
86	STEVENS INSTITUTE TECHNOLOGY	19247	22261
87	TEXAS A&M U MAIN CAMPUS	19975	22255
88	TUFTS UNIVERSITY	18933	22243
89	U OF ILLINOIS-CHICAGO CIRCLE	19439	22225
90	ILLINOISINST OF TECHNOLOGY	19285	22170
91	U OF KANSAS MAIN CAMPUS	19769	22132
92	HOWARD UNIVERSITY	18954	22117
93	UTAH STATE UNIVERSITY	18370	22069
94	SAINT LOUIS UNIVERSITY MAIN CAMPU	20201	22015
95	COLORADO STATE UNIVERSITY	19434	21897
96	IOWA ST U SCI &TECH	18728	21890
97	ADELPHI UNIVERSITY	19346	21890
98	HOFSTRA UNIVERSITY	19591	21851
99	U OF CONN MAIN CAMPUS	20010	21809
100	BAYLOR UNIVERSITY	17634	21732

RANK	NAME	SAL	COMP
101	NEW MEXICO INST MINING &TECH	19059	21612
102	WASHINGTON ST U	18552	21608
103	UNIVERSITY OF HOUSTON MAIN CAMPUS	19501	21557
104	OHIO U MAIN CAMPUS	18771	21540
105	WESTERN MICHIGAN UNIVERSITY	17865	21488
106	EMORY UNIVERSITY	19101	21483
107	UNIVERSITY OF KENTUCKY	18590	21437
108	COOPER UNION	16237	21410
109	U OF NM MAIN CAMPUS	18848	21377
110	U OF MD COLLEGE PARK CAMPUS	16962	21372
111	U VT & STATE AGRL COLLEGE	17549	21266
112	NORTHERN ILLINOIS UNIVERSITY	16530	21261
113	TULANE UNIVERSITY	18405	21245
114	TEXAS TECH UNIVERSITY	16811	21156
115	MIAMI UNIVERSITY MAIN CAMPUS	18013	21142
116	GA INST OF TECHNOLOGY MAIN CAMPUS	19667	21095
117	NORTH TEXAS STATE U	18949	21062
118	U OF NEW HAMPSHIRE	16309	21056
119	MARQUETTE UNIVERSITY	18321	20968
120	THE U OF ALABAMA	16587	20955
121	YESHIVA UNIVERSITY	18673	20897
122	STHN ILLINOIS U CARBONDALE	16218	20896
123	NORTHERN ARIZ UNIVERSITY	18363	20850
124	BALL STATE UNIVERSITY	17805	20846
125	NM STATE U MAIN CAMPUS	18196	20834
126	UNIVERSITY OF LOUISVILLE	16217	20814
127	COLORADO SCHOOL OFMINES	20036	20807
128	UNIVERSITY OF IDAHO	17951	20782
129	IND-PURDUE INDIANAPOLIS	17176	20734
130	UNIVERSITY OF WYOMING	16797	20718
131	U Of NEBRASKA -LINCOLN	18403	20668
132	U OF TENNESSEE KNOXVILLE	16471	20653
133	KANSAS ST U AGR & APP SCI	18026	20606
134	U OF MD BALT PROF SCHOOLS	16047	20562
135	NC STATE U RALEIGH	18190	20552
136	LOYOLA U OF CHICAGO	18017	20533
137	VA POLY INST AND STATE U	16836	20449
138	EAST TEXAS STATE UNIVERSITY	18340	20442
139	WEST VIRGINIA UNIVERSITY	16123	20301
140	TEXAS WOMAN'S UNIVERSITY	17933	20296
141	ILLINOIS STATE UNIVERSITY	17672	20275
142	SOUTHERN METH UNIVERSITY	18197	20253
143	OKLA STATE U MAIN CAMPUS	16291	20229
144	U OF ARKANSAS MAIN CAMPUS	18120	20227
145	LA STATE U AND A&M C	16099	20209
146	U OF MISSOURI-ROLLA	18371	20139
147	U OF MISSOURI COLUMBIA	16940	20126
148	UNIVERSITY OF DENVER	18034	20111
149	FLORIDA STATEUNIVERSITY	16904	20090
150	INDIANA STATE UNIVERSITY MAIN CAM	17312	20085

RANK	NAME	SAL	COMP
151	U OF COLORADO DENVER	17941	20073
152	U ALABAMA IN BIRMINGHAM	17505	20021
153	C WILLIAM & MARY MAIN CAMPUS	16436	19994
154	KENT STATE U	17232	19987
155	U OF OKLAHOMA NORMAN CAMPUS	17809	19856
156	UNIVERSITY OF TULSA	17277	19740
157	UNIVERSITY OF FLORIDA	16592	19621
158	U OF ND MAIN CAMPUS	17417	19577
159	U OF COLORADO COLO SPRINGS	17369	19556
160	UNIVERSITY OFLOWELL	18623	19435
161	ND STATE U MAIN CAMPUS	17365	19433
162	UNIVERSITY OF GEORGIA	17976	19365
163	MIDDLE TENN ST UNIVERSITY	16131	19333
164	UNIVERSITY OF DETROIT	17111	19329
165	EAST TENN ST UNIVERSITY	16250	19261
166	U OF NC AT GREENSBORO	17051	19207
167	U OF MD BALTIMORE CO CAMPUS	17316	19190
168	MONTANA STATE UNIVERSITY	16962	19120
169	UNIVERSITY OF MONTANA	16930	19064
170	VIRGINIA COMMONWEALTH U	17542	19026
171	CATHOLIC U OF AMERICA	17103	18914
172	U OF SOUTH FLORIDA	17628	18874
173	AUBURN U MAIN CAMPUS	17511	18857
174	CLEMSON UNIVERSITY	17241	18843
175	GEORGIA STATE UNIVERSITY	17586	18773
176	U OF MAINE ORONO	16264	18749
177	MEMPHIS STATE UNIVERSITY	16661	18702
178	NOVA	16360	18643
179	U OF MISSOURI-KANSAS CITY	17406	18611
180	TEXAS CHRISTIAN U	15899	18524
181	FLA ATLANTIC UNIVERSITY	17353	18501
182	U OF SD MAIN CAMPUS	16541	18463
183	U OF SC MAIN CAMPUS	17291	18355
184	U OF MISSOURI-ST LOUIS	17134	18257
185	IDAHO STATE UNIVERSITY	15346	18017
186	NORTHEAST LOUISIANA U	15530	18003
187	U OF NORTHERN COLO	15787	17903
188	U OF SOUTH ALABAMA	16077	17764
189	MISSISSIPPI STATE UNIVERSITY	16656	17760
190	TEXAS SOUTHERN UNIVERISTY	15737	17503
191	U OF MISSISSIPPI MAIN CAMPUS	16075	17193
192	U OF SOUTHERN MISSISSIPPI	16026	17056
193	MCNEESE STATE UNIVERSITY	14558	16961
194	PEPPERDINE UNIVERSITY	15450	16896
195	ATLANTA UNIVERSITY	15254	16881
196	UNIVERSITY OF DALLAS	15090	16620
197	NTHWSTN ST U OF LA	13412	15641
198	FLORIDA INSTITUTE TECHNOLOGY	13039	14822
199	LOMA LINDA UNIVERSITY	12563	13694